Modern Slavery and Human Trafficking Statement

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Compagnie Fruitière UK Limited (CFUK) to prevent modern slavery and human trafficking within its operations and supply chains.

CFUK recognises that modern slavery, forced labour, servitude and human trafficking are serious violations of fundamental human rights. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing effective systems and controls to ensure that modern slavery does not occur within our business or supply chains. CFUK operates a zero-tolerance approach to modern slavery in any form.

Company structure & activities

CFUK is primarily engaged in the importing, warehousing, ripenieng, packing and distribution of bananas, pineapples and other fresh product for the UK retail, wholesale and processing markets. CFUK is a subsidiary of Compagnie Fruitière Paris and forms part of the wider Compagnie Fruitière Group.

Compagnie Fruitière Paris is subject to French Due Diligence legislation, which requires the identification and prevention of risks relating to human rights, health and safety and environmental impacts throughout the company operations and the supply chain. CFUK supports and complies with the Group's due diligent requirements.

CFUK operates from facilities in London Gateway and employs a combination of permanent employees and agency workers. Its supply chain includes fruit sourced from group-owned farms and independent growers located in Central America, the Caribbean, West Africa and Central Africa. Shipping, logistics, transport, cleaning, engineering, waste management and other support services are provided by a combination of group-owned businesses and approved external contractors.

Responsibility for anti-slavery and human trafficking initiatives

The Managing Director has overall responsibility for ensuring compliance with this statement and for overseeing the effectiveness of CFUK's anti-slavery controls. All employees have a responsibility to identify, report and challenge any concerns relating to modern slavery or unethical labour practices.

The Technical Team oversees supplier ethical compliance and risk assessment programmes, including supplier audits and corrective action management. The Human Resources Team is responsible for employee training, labour provider verification and ensuring recruitment practices comply with applicable legislation. The Ethics Committee monitors concerns raised through whistleblowing channels and investigates any allegations relating to unethical conduct or labour practices.

Policies

CFUK has established policies and procedures that support its commitment to preventing modern slavery and human trafficking. These include:

- Modern Slavery Policy
- Ethical Trading Policy
- Responsible Use of Labour Providers Policy

- Whistleblowing Policy
- Grievance Procedure
- Agency Worker Policy
- Young Worker and Child Labour Policy
- Freedom of Association Policy

These policies are communicated to employees and are regularly reviewed to ensure continued effectiveness.

Due Diligent in the Supply Chain

CFUK is committed to working only with suppliers that operate to the highest ethical standards. All active produce suppliers are required to be members of SEDEX and are subject to an ethical due diligence process before approval. This process includes an assessment of labour standards, worker welfare, human rights performance and modern slavery controls.

Supply agreements require suppliers to comply with CFUK's Ethical Trading, Responsible Use of Labour Providers and Modern Slavery requirements. Suppliers are expected to demonstrate ongoing compliance through completion of SEDEX self-assessment questionnaires, ethical audits and corrective action programmes where applicable.

Failure to meet required standards, address non-conformances or demonstrate continuous improvement may result in sanctions, including suspension or termination of the business relationship.

Risk Assessment and Management

CFUK maintains risk assessments to identify and evaluate countries, labour practices and supply chain sectors that may present an increased risk of modern slavery. These assessments utilise information from SEDEX Radar and other recognised industry risk assessment tools.

As of the date of this statement, all growers within the CFUK supply chain have been assessed using the SEDEX Radar risk assessment system and are classified as either low risk or medium risk. Suppliers identified as medium risk are subject to additional monitoring and ongoing review to support continuous improvement. The outcome of these assessments determines whether ethical audits are mandatory, recommended or not required.

Recruitment and Agency Labour

CFUK is committed to responsible recruitment practices and uses only approved and reputable labour providers. All labour providers engaged by CFUK within the UK must hold a valid Gangmasters and Labour Abuse Authority (GLAA) licence where required. CFUK monitors licence status through the GLAA Active Check service and undertakes periodic audits of labour providers.

CFUK verifies the right to work of all employees and expects labour providers to operate without charging recruitment fees to workers. The company also undertakes worker engagement activities and maintains open communication channels to identify and address potential labour-related concerns. These controls help reduce the risk of exploitation and ensure workers are treated fairly and lawfully.

Modern Slavery and Human Trafficking Statement

COMPAGNIE FRUITIERE UK

Training and Awareness

CFUK recognises that raising awareness is essential in preventing modern slavery. Senior managers receive Continuous Professional Development (CPD) accredited training through the Stronger Together initiative and are responsible for implementing anti-slavery controls

within their areas of responsibility.

Modern slavery training covers:

- Identification of modern slavery and trafficking indicators
- Risk assessment methodologies
- Reporting and escalation procedures
- Supplier management expectations
- Responsible recruitment practices
- Available support mechanisms and external resources

Modern slavery awareness training is provided to all relevant employees, and refresher training is delivered periodically. Awareness material is also communicated through posters, internal communications and workplace briefings.

Whistleblowing

CFUK encourages all employees, agency workers, customers, suppliers and other business partners to report concerns regarding unethical conduct, labour exploitation or potential modern slavery. Concerns can be raised confidentially through several reporting channels, including a 24-hour confidential helpline, direct reporting to Human Resources or through designated confidential reporting mechanisms.

All reports are treated seriously and investigated appropriately. Individuals raising concerns in good faith will not be subject to retaliation.

Measuring Effectiveness

CFUK monitors the effectiveness of its anti-slavery programme through:

- Completion of supplier ethical risk assessments
- Review of supplier SEDEX membership and audit status
- Monitoring corrective actions arising from ethical audits
- Verification of labour provider compliance and GLAA status
- Monitoring whistleblowing reports and investigations
- Employee training completion and refresher training records
- Periodic review of modern slavery risks within operations and supply chains

These measures enable CFUK to assess the effectiveness of its controls and identify opportunities for continuous improvement.

Signed..... Date: 2.9.2026

Keith Sadler
Managing Director